

# Seattle

## Women's Commission

### 2002 Seattle Women's Summit

October 19, 2002

### Discussion Summary

Co-sponsored by

Seattle Office for Civil Rights

Seattle Central Women's Programs

Office of Multicultural Events and Activities

Seattle Central Community College

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[www.seattle.gov/womenscommission/](http://www.seattle.gov/womenscommission/)

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# Executive Summary

The Seattle Women's Commission (SWC) advises and provides information to the Mayor and City Council on issues pertaining to women in Seattle. The SWC hosted the Seattle Women's Summit to build and facilitate relationships with local services organizations and to hear directly from those organizations and the women of Seattle about issues that they feel the Commission and the City should address. While many of the ideas generated in Summit breakout discussions have been incorporated into the Seattle Women's Commission's 2003 work plan, the recommendations are not addressed to any specific agency or organization.

This document summarizes the perspectives and ideas of the participants of the 2002 Women's Summit and is not presented as an exhaustive or expert review of the subject matter. The opinions expressed and included may not represent the views of the Seattle Women's Commission or other Summit sponsors and organizers. Rather, this summary is meant to provide a voice to the perspectives and ideas of women in Seattle and will be distributed to the Seattle Mayor's office, the Seattle City Council, local and state officials in King County and the Washington legislature, local media, Summit attendees, and local organizations and agencies that provide services for women. It will also be available on the Seattle Women's Commission web site [[www.seattle.gov/womenscommission](http://www.seattle.gov/womenscommission)]. For additional copies contact the Seattle Office for Civil Rights at (206) 684-4537.

The first Seattle Women's Summit drew a diverse mix of over 120 individuals, groups, and organizations from throughout the city who are concerned with women's issues, for a day of discussion and strategizing on the challenges facing women in Seattle. The event featured KIRO Television's Deborah Horne as emcee; and speakers Representative Sharon Tomiko Santos, Senator Jeanne Kohl Wells, Atlantic Street Center Executive Director Edith Chambers, and FareStart program student, Valerie Nabors.

Goals for the Summit included:

- Develop a list of the top 8-10 issues facing women in Seattle
- Reach some consensus on successes, failures, and needs around each issue
- Make strategic connections between groups, agencies, and individuals
- Increase awareness of the issues and needs among elected officials and the community
- Create a follow-up action plan for addressing issues/needs where possible for both Summit attendees and the Seattle Women's Commission
- Provide opportunities for individuals to get involved

Summit attendees were asked to identify critical issues facing women in Seattle, and spent the afternoon in breakout groups discussing the topics, making connections, and brainstorming possible solutions. The eight issue areas identified include:

- Violence Against Women
- Roles and Stereotyping
- Immigrant/Refugee Women
- Poverty
- Pay Equity
- Institutional Racism

- Healthcare
- Homelessness

In each Summit breakout session the group was asked to answer five questions:

- What issue is most critical/concerns you most about this topic?
- What progress has been made/what's working?
- What needs to change to make additional progress or fix the issue?
- What are the barriers to change?
- What recommendations should be made?

These are very broad and weighty subject areas that were difficult to narrow for discussion. The participants' interest and expertise influenced critical issues identified in each group. The details of those discussions are included in the body of this document. However, several global themes surfaced repeatedly across breakout groups.

Often noted in the breakout discussions were the current budget problems and the critical lack of funding available to provide even the most basic services for our marginalized populations. There is evidence of growing apathy and burnout among service providers working with these communities, and a lack of political will to develop alternative, creative solutions to address the problems. Lack of affordable childcare is seen as one of the largest barriers to women's economic equality, followed by affordable housing and health care.

Not enough attention is paid to providing culturally appropriate services and information, particularly to non-English speakers. Decision-makers are often very removed from the realities of daily life for marginalized communities, including women/people in poverty. Summit attendees believe that cultural/situational competency training should be provided to all elected officials, government employees, health care workers, and educators.

Policy changes are difficult when our marginalized groups are not represented by influential voting blocs. More emphasis must be placed on voter education and involvement strategies. Local organizations and various issues groups need to come together and form larger, more powerful coalitions.

There is an acute need for public awareness and education programs about the status of women dealing with the issues identified in the document. Lack of realistic media coverage about the realities of poverty, particularly women in poverty and pay equity issues, perpetuates stereotypes and prevents real understanding and solutions. The media can be an important partner in educating the public about the issues and presenting real success stories.

Feedback from Summit participants was very positive, noting specifically the diversity of the group and the feeling that all voices were given a chance to be heard in the breakout sessions. Attendees were enthusiastic about the opportunity to meet and discuss the issues, and hopeful that their feedback and ideas would serve as a basis for action. In response to the positive feedback and requests, the Commission is planning a second Women's Summit for the fall of 2003. Details will be available on the SWC web site in September.

In response to the many requests for a resource to disseminate information on these and other issues, the Seattle Women's Commission website provides links to services and organizations as well as information on events on [www.seattle.gov/womenscommission](http://www.seattle.gov/womenscommission).

The Seattle Women's Commission would like to thank our Summit Taskforce\*, a group of dedicated women who represent many diverse community perspectives, for their help developing the agenda and format for the Summit. We also thank the many volunteer facilitators and note takers, and our underwriting sponsors:

- Ellen Ferguson
- Terry Miller Olson
- Linda Mitchell
- Councilmember Judy Nicastro/Office Fund
- The Women's Funding Alliance
- Starbucks Coffee
- Seattle Office for Civil Rights
- Seattle Central Community College Women's Programs and Office of Multicultural Events

In particular we extend our thanks to the organizations and agencies that serve women in the greater Seattle area for their assistance in promoting the Summit and for the important work that they do everyday.

## Violence Against Women

Critical issues in this discussion included: the impact on children (both directly and as a result of inadequacies in the court/health care systems); lack of resources to address the issue, especially in culturally appropriate ways; lack of public awareness; collusion, silence, and support for violence against women; personal safety; and the need to educate young people about dating violence/healthy relationships.

Seattle and King County have made good progress on this issue over the years and have developed a national reputation for providing support and services. The Seattle Police Department Domestic Violence Unit is well trained and includes citizen victim support teams that, while targeted for cuts in the 2003 city budget, were deemed critical by human services groups and fortunately were left intact. There are several very effective support and prevention organizations and agencies in the area that provide crisis intervention and counseling services as well as sponsor rallies and other awareness projects; and our state legislature has been sensitive to the issue, passing legislation in 2002 that provides unemployment insurance for victims of domestic violence.

However, many barriers still make education and prevention difficult. Some of these include:

- Institutionalized response to women's safety issues-public policy on how we define and respond to violence and harassment is weak and often ineffective;
- Domestic violence crimes are not prosecuted as heavily or as often as they should;
- Child custody policy limits the ability of women to protect children from abusive situations;
- Non-English speaking and illiterate women do not have access to important and lifesaving information, and thus our immigrant and poor communities are disproportionately impacted;
- Lack of adequate safe shelter for domestic violence victims and their children, and

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\* Taskforce members are listed in the appendix of this document.

- Perpetuating stereotypes due to lack of education on the subject (e.g., the belief that women “make bad choices” or that they can safely leave a domestic violence situation).

To see real progress on the issue, we, as a community, must adequately fund and support victim services and preventive education programs, including funding for media/awareness programs.

## Recommendations

- Strengthen and publicize the coalition of organizations working to eliminate domestic violence (Washington State Coalition Against Domestic Violence, King County Coalition Against Domestic Violence).
- Provide mandatory, culturally appropriate training on recognizing signs of domestic violence (and access to information on resources available) for people who work with women and children.
- Provide educational materials listing available resources at community centers and other non-traditional channels (retail stores, salons, clubs, restaurants, etc.).
- Redefine gender roles and “normal” relationships through early and continuing education of children in (public and private) schools. Work with PTA and other educational groups to support healthy relationship curriculum/drama programs and use of Teaching Tolerance curriculum.
- Ensure victim safety protections are built into current laws and legislation.
- Provide training and education for lobby days in Olympia on domestic violence issues.
- Organize support for violence against women legislation/policy.
- Provide domestic violence resources and statistics on the Seattle Women’s Commission website.

## Roles/Stereotypes

Critical issues in this discussion area included the adverse impacts of perpetuating stereotypes of the poor, seniors, communities of color, and immigrants. Issues pertaining to families and seniors are viewed as “women’s issues” and devalued, resulting in inequities in wages, services, education, and legislative priorities. Marginalized populations (seniors, women, immigrants) have trouble finding work and keeping their heads above water. Women are disproportionately impacted by this dangerous stereotyping as they are most often the heads of single-parent households, caring for children, and living in poverty. Funding at all levels of government has been slashed for family support services.

Several incidents in Seattle’s recent past have helped to raise awareness of some of these stereotype issues.

In the wake of the 9/11 terrorist attacks on the United States, individuals and organizations from across the state have come together to protect the civil liberties of immigrants and educate the public about the dangers of stereotypes. Organizations such as the Hate Free Zone Campaign of Washington and others have held public forums to hear from those in the community who have experienced discrimination. Seattle’s African American community has been active in educating the public and elected officials about police shootings, judicial system inequities, and racial profiling.

Seattle has several active and successful mentoring programs for young women, women in the trades, and businesswomen. While Washington fares little better than other parts of the country with regard to the number of women as CEOs, this state leads the nation with the most number of women legislators and Supreme Court justices.

But these wins barely begin to scratch the surface of these complex issues. Society holds different expectations for girls, for seniors, and for children of color. Our families many times lack the

intergenerational bonds that create real understanding and acceptance. Our education system is inherently Euro/English-centric in both curriculum and services. Well-intentioned individuals are often blind to the barriers that exist and to their own complicity in perpetuating stereotypes. We need to recognize that negative perceptions and stereotypes of women, seniors, and family lead to inequities that impact us all, and should be a priority for everyone, regardless of age, sex, or parental status.

To make additional progress in eliminating the destructive consequences of stereotyping, additional education efforts must be made at all levels of the community, particularly in our school systems and curriculum. Schools must become more open to diversity, including language and cultural studies, that begin in pre-school and kindergarten, and provide culturally appropriate services for non-English speaking students and families.

## Recommendations

- Provide programs in public/private schools that involve/develop relationships with senior citizens as mentors to counteract/fight age discrimination.
- Ensure equality among schools and school districts with regard to services, staffing, programs, and training.
- Offer cultural competency training for school staff and teachers.
- Offer culturally competent curricula in schools.
- Offer bilingual education in schools.
- Provide bilingual assistance (staff/interpreters) for school service staff and healthcare providers.
- Provide affordable childcare.

## Immigrants/Refugees

Eighteen to 20 percent of Seattle's population is comprised of immigrants and refugees. Nearly 15% of King County residents are foreign born. Many of these residents are refugees, and an estimated 2,000 to 2,500 new refugees come to the Puget Sound area each year. Due to issues of discrimination and language barriers many of these immigrants can not find jobs that pay a livable wage and live in poverty. Multiple layers of oppression, language barriers, racism, legal status, sexism, lack of childcare, lack of familiarity with transportation, create particular obstacles for immigrant women.

Organizations providing services and support for immigrant and refugee populations in Seattle have seen some successes in the past few years. Immigrant communities, and immigrant/refugee women in particular, are learning about their rights and demanding fair treatment. Groups representing immigrant/refugee communities have increasingly been successful lobbying their legislators both for services and to combat or support relevant legislation. In 2002 State legislation was passed to study and prevent the trafficking of women and children into Washington State for forced labor, and to regulate international matchmaking services. And importantly, community organizations are producing effective leaders and role models.

Other signs of success include the popularity and effectiveness of community support groups for particular groups of immigrant/refugee women (e.g., Latina survivors of domestic violence), relevant organizations in Seattle increasingly coordinating their services, and the fact that many of these organizations have seen an increase in individual and private donations of time, money, materials and support. Still, systemic changes must be made to fix the problems these communities continue to face.

Specifically, the structure and procedures of important government service agencies often create barriers for immigrant/refugee women to access necessary services. Language barriers (and the lack of interpreters) deny immigrant/refugee women food stamps, medical and case assistance. Caseworkers many times do not understand the technicalities of immigrant/refugee eligibility.

Non-immigrant specific organizations and agencies often do not provide language and culturally appropriate services, and services for immigrants/refugees are the first to be cut in hard economic times. Language translation services are critical to ensure understanding, participation, and the successful integration of these communities. Non-English speaking women do not have adequate access to public services, police, and healthcare services, nor can they actively participate in the democratic process by voting and lobbying. Immigrants and refugees, particularly those in poverty, often live in isolation from the community.

In order to adequately represent the needs of immigrant/refugee women, we must analyze proposed policy initiatives and legislation through the lens of the most vulnerable. For instance, the current version of the Federal “Family Reunification” legislation does not take into account the specific needs of immigrant survivors of domestic violence, and Washington’s Driver’s License bill proposes that only U.S. citizens and legal permanent residents be permitted to apply for driver’s licenses. Advocates for immigrant and refugee communities must organize and speak out against such initiatives.

Unfortunately, the tragedy of the 9/11 terrorist attacks on the United States has created a climate of fear and distrust as the country focuses on security issues. Many immigrants, particularly those of Middle Eastern, South Asian, and Muslim heritage, live in fear of discrimination and deportation. There is a great need for additional advocacy and lobbying on their behalf from providers, advocates, and legislators, efforts that have been cut in the most recent City budget.

## Recommendations

- Provide safe places for undocumented individuals to access services and information on how to obtain legal immigration status.
- Require government agencies to provide literature regarding services in multiple languages and make that literature available in locations that immigrant communities frequent.
- Increase funding for immigrants and refugee legal services.
- Build on cross-cultural organizing which in turn increases numbers by creating partnerships and coalitions between/smaller and larger organizations.
- Focus on supporting/building leaders from the communities that we are seeking to serve, with a goal of having more immigrant/refugee community members run for and serve in elected positions.
- Support organizations who will mobilize/educate these communities around voting and political participation, participate in public hearings, make phone calls, write letters, voice concerns and be visible.
- Make public forums more accessible by providing childcare, transportation and interpreters.
- Require elected representatives and service providers complete anti-oppression/cultural competency training.
- Designate immigrant/refugee legislative day in Olympia.



# Poverty

The many and broad issues facing women and families living in poverty cut across all identified discussion topics. Many of the points made in those sections apply here, and vice versa. Of specific concern to Summit attendees on the issue of poverty are the impact of planned human service budget cuts in the Women Infants and Children program, public health, and childcare programs on women and the community safety net; lack of awareness of the issues, causes, what's needed, and extent of the problem among the public and elected officials; and the role of sexism, racism, and blaming in poverty.

The effects of the 1996 WorkFirst/TANF (Temporary Assistance to Needy Families) saw many people leave the welfare rolls but remain poor as they took up jobs that paid a very low wage and provided no benefits. Mothers who receive TANF benefits, many of them single heads of households, are reaching the five-year time limit for assistance this year and will lose their benefits.

WorkFirst/TANF emphasizes getting to the workplace quickly – a short-term solution to a long-term problem. More emphasis must be placed on providing education and training opportunities, including recognition of education/training alternatives, improved access to high-paying training in trades, access to post-secondary education, and scholarships. Lack of well paying jobs for heads of families, lack of affordable skills training, childcare, housing, healthcare, and convenient transportation services make it nearly impossible to break out of the cycle of poverty.

Misperceptions about the causes of poverty, stereotypes about the poor, classism, and apathy/burnout among advocates and service providers make this a particularly difficult issue. Institutionalized attitudes and structure and bureaucracy at many government agencies create policies that are too restrictive and don't provide flexibility for individual situations. There is little support, politically or financially, for creative solutions to poverty.

A large number of non-English speaking immigrants and refugees in the Seattle area find themselves living in poverty. Our service and information providers often lack an awareness of how different cultures seek and accept assistance, and information is often not provided in other languages.

Another barrier to addressing this issue is the breakdown of neighborhood communities and the isolation that many times accompanies poverty. Geographic distance, fear, violence, language barriers, classism and demanding work schedules keep people from connecting and feeling a sense of responsibility for their neighbors.

## Recommendations

- Organize those living in poverty as a voting block to create policy change - support/develop voter registration programs.
- Institute changes to TANF that include raising the 12-month limit on participation in education and vocational training activities and allow education (adult basic education, remedial education, literacy training, English as a second language training, GED preparation, and postsecondary education) to count as a work activity when combined with participation in an employment activity – and provide more flexibility in time limits and work requirements for individuals with particularly challenging barriers and/or special needs.
- Begin intense media/education campaign about poverty and that currently available “affordable housing” isn't affordable enough.
- Increase awareness of/access to apprentice (high-wage) positions in city departments.

- Create media campaign/education about impacts of current regressive tax structure on the poor, create a tax structure that supports low-income housing and property management, rent control.
- Challenge Governor Locke on TANF restrictions/policies – support efforts that encourage jobs that pay livable wages, wage progressions toward living wages, extend TANF benefits.
- Provide more funding for children’s health insurance programs.
- Maintain funding for community health clinics.
- Provide K-12 curriculum to educate students and provide a true picture of poverty, its causes, and the difficulties of getting out of poverty.
- Develop a guide to funding resources for individuals seeking services.
- Develop strategies to recruit women into high wage/trade jobs.

## Pay Equity

Of primary concern to attendees discussing the many issues of pay equity was the inherent disadvantage women face in the existing male-dominated business and governance model. This disparity is compounded by the lack of available child/family care and/or leave, lack of leadership training and mentoring opportunities for women and the executive level glass ceiling. A fear of failure, perpetuated by stereotypes and a narrow definition of success, educational disparities, and difficulty receiving and/or asking for fair compensation and promotions exacerbates the situation.

We find more women in new roles of influence in politics, as newsmakers/reporters, and in executive positions. Washington state boasts the highest number of elected women legislators in the country (though still only 35%), large numbers of entrepreneurs are women (though fewer in fast-growing businesses like high tech and the sciences), and women are breaking barriers and gaining success in non-traditional and high-paying trades jobs.

Mentoring programs for women and girls are becoming more common and more effective. Programs focus on general life skills for girls, entrepreneurial assistance and training, technical/industry support/training, and corporate management (many in-house programs). These important programs educate and model for young women and girls the many opportunities that are available.

However the gains are taking time and the success data still trails far behind the demographics of the working population. More women must have access to education opportunities to continue positive change for women in the job market. Education and training must be made available, be affordable, be communicated (and to non-English speakers), and be accessible (i.e. provisions for childcare, transportation).

The definition of success must be broadened from the higher status positions such as doctors, and lawyers and include team players such as administrative support workers, nurses, and paralegals; critical roles that are not highly valued or compensated. Construction workers and garbage collectors are paid more than these important support positions because they are jobs usually held by men, traditionally the primary wage earner. This scenario is not true today where women are often heads of households and primary wage earners.

And while more men are staying home to care for children, both men and women must be provided the flexibility needed to care for families and children. Women in particular are often discriminated against and/or penalized for child care and family requirements.

# Recommendations

- Create additional training programs and support for displaced homemakers to re-enter the workforce.
- Enforce existing laws, create tax/financial incentives, and/or write new legislation that would increase economic parity, e.g., discrimination in job hiring, promoting women and minorities, executive-level leadership training/mentoring programs, wage inconsistencies, revaluing “women’s work” (admin support, teaching, health care workers, etc.).
- Provide incentives for public disclosure of all salaries by title and gender for private corporations.
- Initiate and/or support programs in the public/private school system that educate students about what it takes to be successful in real-life work/political environments, leadership skills, how the work environment is different than the school environment, the realities of workplace politics both good and bad.
- Improve entrance tests to institutions of general learning, medical schools, trade schools, etc. so that they are not biased toward white males. Demonstrated success (i.e. grades) should play a more significant role in entrance criteria than test scores.
- The news media should take more responsibility for perpetuating negative stereotypes of women, and particularly of women of color, that affects social perceptions of women’s abilities. We need to see more women’s success stories.
- Provide training for women on skills necessary to be successful on corporate boards and provide names of qualified candidates to local businesses.
- Organize a statewide women’s union, utilize organizations like the Women’s Political Caucus to gain political strength as women.
- Convene a task force of local business leaders to help develop programs and/or additional recommendations.

# Institutional Racism

Fundamental to the issue of institutional racism is the lack of acknowledgement of white privilege, especially in Seattle. Of primary concern to Summit attendees is the prevalence of discrimination in the criminal justice system – racial profiling, lack of access to quality legal representation, and selectively enforced laws. The Civil Rights movement appears to have reached a plateau and might even be regressing, as evidenced by Initiative 200 and the repeal of affirmative action measures.

While racism remains a serious problem in Seattle, some progress has been made. Superficial segregation is a thing of the past, and respected organizations like the Hate Free Zone Campaign, Urban League, and CURE (Coalition to Undo Racism Everywhere) fight discrimination through effective education, advocacy, and public awareness programs. The Minority Executive Director’s Coalition is often used by the community as a sounding board for issues of racism in Seattle and serves as a place of support for people of color dealing with issues of racism.

Fear and lack of understanding create the largest barrier to change. Change will require significant commitment to education and honest communication. We must all get involved; this is everyone’s issue. The community must be educated to recognize white privilege; to see discrimination and racism and the institutions and policies that support and perpetuate negative stereotypes. Institutions (government, public

schools, corporations, health care, the legal and criminal justice system) must provide equal treatment to people of color.

We need to better understand the links between racism and economics, and we must correct the lack of role models in our schools, elected offices, and boardrooms. Those in power need to be held accountable for how they contribute to the problem. Economic, gender, and ethnicity issues should not influence the criminal justice system (e.g., racial profiling) and our public schools must be funded in a more equitable way to reduce disproportionality.

## Recommendations

- Support programs that provide quality, affordable legal services for the poor. Legal Shield is a national program that works like health or auto insurance. Individuals pay a monthly premium and have access to 24-hour legal aid.
- Provide school curriculum that accurately reflects the historical experiences of different cultures. Children are often “not taught truths” at school regarding the history of various cultures and their role in the United States and our history.
- Seek and recruit qualified, sensitive candidates and vote!
- Seek additional and ongoing media coverage of the issues (native terms as high school mascots, Robert Thomas shooting), not just at election time.
- Provide more and better media coverage of diversity issues, present positive images of people of color.
- Find ways to present individuals’ personal stories – they are powerful and help bring a huge topic like racism down to a more personal level.
- Support elected civilian review board to “police the police”.
- Provide ongoing and mandatory training and education on institutional racism at all levels of government/education.
- Provide opportunities for oppressed communities to organize, gather and engage in dialog
- Develop programs in our schools for children to teach other children about their cultural differences.

## Healthcare

The spiraling cost of healthcare has become a crisis for Seattle’s low and fixed-income populations. Many cannot afford even basic health insurance, treatment, or prescription drugs. Others have trouble accessing health care due to cultural or language barriers; or the policies and inflexibility of the system. Healthcare that is available is usually crisis care and not proactive. Preventive health care education and access to reproductive health care and choices are limited. Quality healthcare should be an inalienable right for all citizens.

Over the years we have seen an increase in awareness and support for women’s and senior’s health issues among health professionals; an awareness among medical researchers of the differences and need for unique research on women’s health issues; and more and better media coverage of women’s health issues. We have also seen an increase in the availability of interpretive services and medical services in native languages – but many of those programs are slated to be cut in the face of local and state budget shortfalls.

Other positive advances include the coverage of alternative treatments, birth control, and mammograms as part of standard insurance coverage; nutritional education and programs specific to women, and more funding nationwide for AIDS education and HIV/AIDS drug trials.

We continue to deal with the negative effects of societal attitudes that women's (and particularly poor and older women) health care needs are insignificant. As a result health disparities impact these populations disproportionately. Access and allocation of funds for services needs to be increased to underserved communities (i.e., immigrants, refugees, the poor, communities of color and the elderly).

However, the largest barrier to equitable health care for all our citizens is the undue influence of the insurance and drug industries on the health care industry. To see real change, campaign finance reforms must remove the crushing influence of these industries on our elected officials.

## Recommendations:

- Advocate for HMO reform that lowers membership costs, removes onerous membership criteria pre-existing condition clauses, and makes it easier to change providers.
- Fund research into alternative and safe treatments for menopause.
- Stop FDA obstruction of access to experimental treatment and drugs.
- Provide programs that encourage and support gender, economic, and cultural diversity among all levels of healthcare professionals.
- Increase emphasis on nutritional education in public schools.
- Work with the media and advocate for increased and accurate coverage of women's health issues.
- Investigate and study international health care systems as a possible model for the United States.
- Form a Washington State Women's Healthcare taskforce to encourage more national attention on the issues/policy.
- Create a unified political action group among different communities of women concerned with healthcare.
- Create a watchdog commission to regulate medical supply and pharmaceutical providers.
- Encourage a nationwide women's rally against corporate influence on health care for women.

## Homelessness

Seattle faces a critical shortage of housing and support services across a continuum of needs (shelters, low-income), particularly for women and families, the mentally ill, and substance abusers. The city must prioritize resources to provide for these needs and develop equitable criteria for access, especially in these difficult times of budget cuts.

There has been some very generous support for homeless and low-income housing, including donations to build the YWCA's Opportunity Place, a multi-million dollar housing/training complex that will open in 2004. In November, Seattle passed an \$86 million dollar Housing Levy (the 4th since 1981) that will provide housing for low-income, disabled, and elderly citizens, increases funding for home ownership, and provides emergency assistance for renters.

Many organizations in Seattle are dedicated to developing and providing low-income housing including the Seattle Housing Authority and the Low Income Housing Institute. Seattle's housing bonus program rewards local developers for providing funding for affordable housing projects in the city. Organizations like Harborview Women's Clinic provide services for homeless women, and emergency shelters like Angeline's, Noel House, and Kerner-Scott House provide emergency shelter. But there is still a very critical shortage of housing and services for homeless women and families in Seattle, and important programs that provide PO Box and voice mail services to homeless citizens are slated for cuts in the 2003 budget.

Many of the barriers to change related to homelessness are interrelated with roles and stereotypes, racism, poverty and lack of services funding that have been discussed in other parts of this document.

## Recommendations:

- Reprioritize the Community Block Development Grant funding to provide these essential housing/services needs.
- Increase outreach and provide culturally appropriate services and information to underserved populations.
- Provide access to training and education by providing tuition waivers and debt release/amnesty.
- Maintain/increase funding for mental health and drug treatment programs for the homeless.
- Organize homeless women for political action.
- Support funding for larger housing projects and transitional housing.
- Develop housing task force to focus on needs information gathering and dissemination according to appropriate population needs.
- Partner with the Seattle Women's Commission and the Seattle Housing Authority to support legislative issues.
- Increase rental assistance programs.
- Provide policy/decision-making experiential training "A Day In The Life Of The Homeless".
- Develop partnership between the SWC and Harborview Women's Clinic to provide sensitivity training to other hospitals.
- Increase list of resources for the homeless on the SWC website.

## Commissioners

### **Indra M. Trujillo, Chair**

Ms. Trujillo is training manager for the Northwest Institute for Children and Families where she manages federal and state-wide training programs and provides on-site training for child welfare workers and other social service providers. She has spent over ten years in the field of child welfare and is committed to working towards systems change to improve services to children and families.

### **Darlene Lee, Vice Chair**

Ms. Lee has a Master's Degree in Social Work, Multi-Ethnic Practice. She is currently the director of the Seattle chapter of the National Coalition Building Institute (NCBI) and an active member of NCBI's Women Constituency Group and Asian Heritage Constituency Group. She is committed to working against internalized oppression that prevents women from coming together to end sexism.

**Linda Mitchell, Summit Chair**

Ms. Mitchell is an independent marketing and political consultant with a passion for helping women succeed in politics. She spent 13 years in product marketing at Microsoft and has served on several nonprofit boards in Seattle. She is a Founding Member of the board of the Center for Women and Democracy at the University of Washington, served as board chair of the Women's Funding Alliance, is a member of the steering committee of the Washington State Women's Political Caucus, and the Chair of May's List, a bipartisan political network. She has worked on several political campaigns in various capacities.

**Anita Sinha**

Ms. Sinha is an attorney with the Northwest Immigrant Rights Project where she works closely with Hate Free Zone of Washington as well as provides representation to battered immigrant women and juveniles. She has experience as a collaborator and an advocate for immigrant rights and domestic violence survivors. As a recent law school graduate of South Asian background she has a passion for gender equality and the rights of immigrants.

**Dan-Thanh Nguyen**

Ms. Nguyen has been actively involved with the fight against violence against women and in raising the awareness of issues affecting immigrant and refugee women survivors of sexual assault and domestic violence. As Special Projects Manager with New Beginnings for Battered Women and Children, Ms Nguyen has been working to design and fund new services and streamline the agency's data collection process. Ms Nguyen brings extensive experience to the Commission having worked as a policy and procedure analyst for Seattle Municipal Court as well as a Governing Board member of the National Asian Pacific American Women's Forum.

**Elice Swanson**

Ms. Swanson owns and operates the Imagination NW Primary Preschool in the University district. She has a passion for cultural relativism, social justice and children. Ms. Swanson is a small business owner who understands the many difficulties women encounter in business and brings the perspective of older women to the Commission.

**Jennifer Brower**

Ms. Brower has a Master's Degree in Social Work, Multi Ethnic Practice. She is a mental health therapist and case manager at Seattle Mental Health, Community Support Services program. She has been a volunteer with the Asian Pacific Islander Family Safety Center and an active member of the Washington State Trafficking Task Force. She is also a member of the Asian & Pacific Islander Coalition and the Asian Adult Adoptees of Washington (AAAW).

**Diane Powers**

Ms. Powers is the Regional Director of Homeless Services for the YWCA of Seattle-King County-Snohomish County. She has played an important role in creating an Evening Referral Center for Homeless Women and for implementing a twenty-four hour shelter for women. Ms. Powers has devoted over ten years to staff training, program and project management and building partnerships and community relations that impact low income women.

**Lisa M. Taylor**

Ms. Taylor is the Program Manager for the Youth Opportunity (Education/Training) Program for Youth at the YWCA in Seattle. She is an educator, working with college students, teen parents, young adults and homeless youth. She has served on the Board of Directors for Country Doctor Community Health Centers, and on the advisory boards of Leaders in Progress and Powerful Voices.

#### **Lisa Beyl**

Ms. Beyl is the Legal and Legislative Assistant at the Northwest Women's Law Center where she coordinates outreach and assists in legislation and litigation aimed at advancing women's legal rights. Previously, she provided information and referrals to the community on a wide range of social and legal services as the Complaint Counselor at the ACLU-WA. Lisa has a degree in Politics and a strong focus on gender analysis and women's issues.

#### **Maxine J. Ogino**

Ms. Ogino is a former Diversity Specialist for The Boeing Company. She has extensive corporate experience as a senior computing manager, project manager and as one of the founders and 2001 President of the Boeing Asian Pacific Affinity Group. Ms. Ogino has taught computer and mathematics courses at the university, community college levels as well as to children of migrant farm workers. She has a passion for women's issues, a first hand understanding of the struggles women face as single parents and as a minority woman advancing in the corporate world.

#### **Nancy C.M. Hartsock**

Dr. Hartsock is a Professor of Political Science, Adjunct Professor in Women Studies and Co-Founder of the Center for Women and Democracy at the University of Washington. Her academic specialties are political theory, feminist theory and political economy. A member of many editorial boards, she has authored and co-edited several books and special issue journals. Dr. Hartsock brings over thirty years of experience teaching at the university level and has lectured and published widely about politics, feminism and gender.

#### **Nicole Hoyes**

Ms. Hoyes is currently the Multicultural Outreach and Retention Coordinator at Everett Community College. She brings a passion for racial justice, access to higher education, and a living wage for women in Seattle. She has experience working with college and middle school students and with domestic violence survivors on self-empowerment skills. She was previously a researcher for the Center for Women's Welfare.

#### **Vivian Kinsey**

Ms. Kinsey is the Human Resources Administrator for Pitney Bowes Management Services. A strong believer in women's self-empowerment and improvement, Ms. Kinsey has been active in her native Seattle community with the Jubilee Women's Center and the Seattle section of the National Council of Negro Women.

## **Task Force**

- Cindy Caldwell, Assistant Chief, Seattle Police Department
- LeAnne Moss, Executive Director, Women's Funding Alliance
- Diane Powers, Regional Director, Angeline's/YWCA
- Lexie Evans, Associate Dean of Student Leadership, Seattle Central Community College
- Alice Woldt, Executive Director, Church Council of Greater Seattle



- Lupita Ayon, CASA Latina
- Araceli Hernandez, CASA Latina
- Linda Reyes, Community Activist
- Emma Catague, Asian and Pacific Islander Women and Family Safety Center
- Judy DeBarros, Former Director, Refugee Women's Alliance (ReWA)
- Amy Peloff, Graduate Student, Women's Studies, University of Washington
- Dr. Marian Mehegan, Department of Health and Human Services (DHHS), Women's Health Services
- Retired Senator Jeri Costa, Washington State Legislature
- Evelyn Chapman, Seattle Human Services Department, Sexual and Domestic Violence Prevention Office
- Marilyn Littlejohn, Seattle Human Services Department
- Lisa Herbold, Legislative Aide to City Councilmember Nick Licata
- Michelle Sanidad, United Indians of all Tribes

## More Information

This list provides resources for more information on the issues raised at the Seattle Women's Summit and/or contact information for organizations mentioned. Many organizations listed under one heading also have programs or focus related to other areas/issues. No endorsement is made or implied.

Other resources are included on the Seattle Women's Commission website:

[www.cityofseattle.net/womenscommission](http://www.cityofseattle.net/womenscommission). Additional resource links are welcome; please contact the SWC at (206) 684-4537.

### AGING –

Senior Lobby: [seniorlobby@uswest.net](mailto:seniorlobby@uswest.net), WA Association of Area

Aging and Disability Services: City of Seattle, 206-684-0660

[www.ci.seattle.wa.us/humanservices/ads/](http://www.ci.seattle.wa.us/humanservices/ads/)

Senior Services: [www.seniorservices.org](http://www.seniorservices.org), (206) 448-5757

Older Women's League (OWL): [www.scn.org/activism/hoot/](http://www.scn.org/activism/hoot/), (206) 781-6679

### BUSINESS/ENTREPRENEURSHIP –

Forum for Women Entrepreneurs: [www.fwe.org](http://www.fwe.org), [nwinfo@fwe.org](mailto:nwinfo@fwe.org)

Business and Professional Women: (360) 874-9765

Washington CASH: (206) 352-1945, [www.washingtoncash.org](http://www.washingtoncash.org)

### CHILDREN/YOUTH –

WA Association for the Education of Young Children: [selena@waeyc.org](mailto:selena@waeyc.org)

Child Care Works for Washington: [DawnL@ccsww.org](mailto:DawnL@ccsww.org)

Children's Alliance: 206-324-0340 X 11, [action@childrensalliance.org](mailto:action@childrensalliance.org)

Children's Home Society: 206-695-3229, [lippoldlau@aol.com](mailto:lippoldlau@aol.com)

### CRIMINAL JUSTICE –

Reform Network: [www.reformnetwork.org](http://www.reformnetwork.org), Washington State Catholic Conference,  
[kevin@thewscc.org](mailto:kevin@thewscc.org)

### DISABILITY –

The ARC of Washington State: [grier@arcwa.org](mailto:grier@arcwa.org), (360) 357-5596

Washington Coalition of Citizens with Disabilities Disability Law Project:  
[www.wccd.org/law.htm](http://www.wccd.org/law.htm), (206) 545-7055

#### EDUCATION –

American Association of University Women (AAUW): [www.aauw-wa.org](http://www.aauw-wa.org),  
(206) 621-0758  
Parent Teacher Association: [wapta@wastatepta.org](mailto:wapta@wastatepta.org), [www.wastatepta.org](http://www.wastatepta.org),  
(253) 565-2153  
Alliance for Education: [www.alliance4ed.org](http://www.alliance4ed.org), (206) 343-0449  
League of Education Voters: (206) 728-6448  
Safe Schools Coalition: [www.safeschoolscoalition.org](http://www.safeschoolscoalition.org)  
National Black Child Development Institute (NBCDI) Seattle Affiliate:  
[www.nbcdi.org](http://www.nbcdi.org), (206) 860-4048

#### FAITH COMMUNITIES:

Friends Committee on WA State Public Policy: [fcwpp@quaker.org](mailto:fcwpp@quaker.org)  
Church Council of Greater Seattle: [ccgsea@churchcouncilseattle.org](mailto:ccgsea@churchcouncilseattle.org)  
Jewish Federation: [remyt@jewishinseattle.org](mailto:remyt@jewishinseattle.org)  
Lutheran Public Policy office: [pbenz@lcsnw.org](mailto:pbenz@lcsnw.org)  
WA Association of Churches: [watts@thewac.org](mailto:watts@thewac.org)  
WA State Catholic Conference: [wsccl@thewscc.org](mailto:wsccl@thewscc.org)

#### GLBT ISSUES -

Fairness Lobby: Equal Rights in Washington: (206) 356-0558,  
[board@fairnesslobby.org](mailto:board@fairnesslobby.org)  
Seattle Sexual Minorities Commission: (206) 684-4500, [scsm@seattle.gov](mailto:scsm@seattle.gov)

#### HEALTH CARE –

Washington State Health Care Authority: [www.wa.gov/hca/](http://www.wa.gov/hca/), (360) 923-2600  
Washington Health Foundation: [www.wfh.org](http://www.wfh.org), (206) 285-6355  
Dept. of Health and Human Services, Women's Health Services:  
[www.4woman.gov/owh/](http://www.4woman.gov/owh/) (206) 615-2024

#### HIV/AIDS –

Lifelong Aids Alliance: [action@llaa.org](mailto:action@llaa.org)

#### HOMELESSNESS –

WA State Coalition for the Homeless: [wsch@earthlink.net](mailto:wsch@earthlink.net), (253) 572-4237  
YWCA of Seattle: (206) 461-4888  
Downtown Emergency Service Center: (206) 464-1570, [www.desc.org](http://www.desc.org),  
[info@desc.org](mailto:info@desc.org)

#### HOUSING –

Washington Low-Income Housing Network: [mail@wlihn.org](mailto:mail@wlihn.org), [www.wlihn.org](http://www.wlihn.org),  
(206) 442-9455  
Coalition for Affordable Housing  
Northwest Indian Housing Association: [www.nwiha.org](http://www.nwiha.org), [nwiha@aol.com](mailto:nwiha@aol.com),  
(206) 526-8630  
Seattle Housing Authority: [www.sea-pha.org](http://www.sea-pha.org), (206) 615-3300

#### HUNGER/FOOD ASSISTANCE -

Food LifeLine: [www.foodlifeline.org](http://www.foodlifeline.org), [info@fll.org](mailto:info@fll.org), (206) 545-6600

Northwest Harvest: [www.northwestharvest.org](http://www.northwestharvest.org), (206) 625-0755

#### HUMAN SERVICES –

Seattle Human Services Coalition: [shsc@shscoalition.org](mailto:shsc@shscoalition.org)

Fremont Public Association: (206) 694-6700, [www.fremontpublic.org](http://www.fremontpublic.org)

#### IMMIGRANTS/REFUGEES –

Refugee Women's Alliance: [www.rewa.org](http://www.rewa.org), (206) 721-0243

Northwest Immigrant Rights Project: [info@nwirp.org](mailto:info@nwirp.org), [www.nwirp.org](http://www.nwirp.org),  
(206) 587-4409

Hate Free Zone Campaign of Washington: [www.hatefreezone.org](http://www.hatefreezone.org), (206) 723-2203

#### LEGAL –

Northwest Women's Law Center: [www.nwwlc.org](http://www.nwwlc.org), (206) 682-9552

King County Bar Association Lawyer Referral Program: (206) 624-9365

#### LIVABLE WAGE –

S.A.G.E. The Seattle Alliance for Good Jobs and Housing for Everyone: Sarah Jaynes  
(206) 441-0499, ext 23

Community Capital Development: [www.seattleccd.com](http://www.seattleccd.com), (206) 324-4330

#### MENTAL HEALTH –

Washington Protection & Advocacy System: [www.wpas-rights.org](http://www.wpas-rights.org), (425) 776-1199  
[wpas@wpas-rights.org](mailto:wpas@wpas-rights.org)

Washington Community Mental Health Center Council: [wcmhc@wcmhcnet.org](mailto:wcmhc@wcmhcnet.org),  
(206) 628-4608

National Alliance for the Mentally Ill of Washington (NAMI): [namiwa@olywa.net](mailto:namiwa@olywa.net),  
1-800-950-NAMI, [www.geocities.com/namiwa/](http://www.geocities.com/namiwa/)

#### ORGANIZATION INFRASTRUCTURE ASSISTANCE –

Nonprofit Assistance Center: [www.nacseattle.org](http://www.nacseattle.org), (206) 324-5846

The Women's Funding Alliance: [www.wfalliance.org](http://www.wfalliance.org), (206) 467-6733

Project Alchemy: [www.projectalchemy.org](http://www.projectalchemy.org), (206) 352-3230

NPower: [www.npowerseattle.org](http://www.npowerseattle.org), (206) 286-8880

#### POLITICAL ADVOCACY –

Women's Political Caucus of Washington State: [www.wpcnet.org](http://www.wpcnet.org), (206) 654-4165

Rolling Thunder: [www.rollingthundernw.org](http://www.rollingthundernw.org)

Washington Citizen Action: [www.wacitizenaction.org](http://www.wacitizenaction.org), (206) 389-0050,  
[info@wacitizenaction.org](mailto:info@wacitizenaction.org)

#### POVERTY –

Statewide Poverty Action Network: (206) 694-6794, [sharonp@fremontpublic.org](mailto:sharonp@fremontpublic.org),  
[www.fremontpublic.org/SPAN.html](http://www.fremontpublic.org/SPAN.html)

#### RACISM –

Minority Executive Directors Coalition King County (MEDC): [medc@blarg.net](mailto:medc@blarg.net),  
(206) 325-2542

The People's Institute Northwest (Undoing Racism Workshops): (206) 938-1023

Coalition to Undo Racism Everywhere (CURE): [www.cureseattle.org](http://www.cureseattle.org),  
(206) 610-0463

Urban League of Metropolitan Seattle: [www.urbanleague.org](http://www.urbanleague.org), (206) 461-3792

REPRODUCTIVE HEALTH –

Planned Parenthood of Western Washington: [www.ppww.org](http://www.ppww.org), (206) 328-7734

Washington NARAL Pro-Choice America: [www.wanaral.org](http://www.wanaral.org), (206) 624-1990

SEXUAL ASSAULT/DOMESTIC VIOLENCE –

Washington State Coalition Against Domestic Violence: [www.wscadv.org](http://www.wscadv.org),  
(360) 586-1024

King County Sexual Assault Resource Center: [www.kcsarc.org](http://www.kcsarc.org), (425) 226-5062

SUBSTANCE ABUSE/TREATMENT –

Washington Association for Substance Abuse and Violence Prevention  
(WASAVP): [preventioncenter@ieway.com](mailto:preventioncenter@ieway.com), [www.gssacpreventioncenter.com](http://www.gssacpreventioncenter.com)

TAX REFORM –

Washington State Tax Structure Committee:  
<http://dor.wa.gov/content/WAtaxstudy/wataxstudy.htm>

Institute for Washington's Future: [www.forwashington.org](http://www.forwashington.org), (425) 226-1909,  
[institute@forwashington.org](mailto:institute@forwashington.org)

WELFARE –

Welfare Rights Organizing Coalition: (206) 324-3063, [wrocsea@wroc.org](mailto:wrocsea@wroc.org),  
[www.wroc.org](http://www.wroc.org)